

Corporate Social Responsibility Policy

Corporate Social Responsibility is integral to the success of Glacier Energy. We hold ourselves accountable for our social, environmental, and economic impacts on the people and places where we operate and commit at all times to conducting business in a responsible way.

We demonstrate our corporate social responsibility (CSR) through a range of programmes and activities. The core elements of our CSR programme are set out below.

The purpose of this policy is to define how Glacier Energy applies its CSR principles. This policy applies to all Glacier Energy stakeholders.

Activity and initiatives across five CSR themes are tracked to ensure our operations and activities remain focused and align with our targets. Our CSR themes are:

- **Our environment:** To reduce our impacts on the environment to as low a level as is reasonably practicable, including through waste reduction and energy conservation, in compliance with relevant national and local legislation.
- **Our clients:** Encouraging clients to align themselves with our commitment to corporate social responsibility, whilst delivering exceptional client care and quality of service.
- **Our people:** Through effective, positive management and development of our staff, being acknowledged as an employer of choice, providing equal opportunities, and supporting career development, in a safe, diverse, and secure workplace.
- **Business ethics:** To act with integrity as a service provider, employer, and corporate citizen, in accordance with our Code of Ethics.
- **Our communities:** To be a good neighbour and active participant within the communities we operate, through our support of charitable causes and other social and business organisations

This policy statement is endorsed by the Board of Directors and recognises the following signature of authority on their behalf.



Scott Martin
Group CEO

A handwritten signature in blue ink, appearing to read 'S. Martin'.

15/11/2022